

## PERSON SPECIFICATION

JOB TITLE: Tri Borough CAMHS Brief Intervention/Home Treatment Team Manager

DEPARTMENT: Children and Young People's Directorate

GRADE: Band 8a

Education/Qualifications	How measured
<p><b>Essential</b></p> <p>Relevant professional qualification: e.g. RMN, CQSW/DIPSW, SROT</p> <p>Educated to degree level or equivalent level of experience.</p> <p>Management qualification or suitable training and evidence of willingness to undertake further training.</p> <p><b>Desirable</b></p> <p>Training in a therapeutic modality e.g., CBT, DBT, family interventions.</p>	<p>Application Form/Certificates</p>
<p><b>Experience</b></p> <p><b>Essential</b></p> <p>Minimum of 2 years' experience of working in an inpatient, liaison, or acute mental health setting in a senior role.</p> <p>Minimum of 5 years' post qualification experience working within a multi-professional, multi-agency child health environment.</p> <p>Understanding of mental health risk assessment and formulation and CPA and care co-ordinator processes.</p> <p>Experience of service development and change management.</p> <p>Experience of providing professional</p>	<p>Application Form/Interview</p> <p>References</p>

<p>support/supervision and motivation to staff.</p> <p>A comprehensive understanding the Mental Health Act 1983/2007, Mental Capacity Act 2005 and legislative framework of the Children Act 1989.</p> <p><b>Desirable</b></p> <p>Experience of working within a CAMHS environment and/or with complex high risk young people in a multicultural framework.</p>	
<b>Skills/Abilities/Knowledge</b>	
<p><b>Essential</b></p> <p>Strong leadership and management capacity obtained working with complex service users in a multi-disciplinary team setting.</p> <p>Enhanced knowledge of children's safeguarding.</p> <p>Ability to build and develop teams which should include teaching, supervision, and training.</p> <p>Ability to manage group dynamics, conflict, and work with diversity.</p> <p>Ability to co-ordinate and chair meetings.</p> <p>Extensive IT skills including use of electronic client records, intranet, shared drives, databases, Word, and Excel packages.</p> <p>Excellent communication skills.</p> <p>Promoting evidence-based practice and core competencies.</p> <p>Can work across professional boundaries within and external to the Trust.</p> <p>Ability to prioritise and deputise work.</p> <p>Evidence of complex case management.</p>	Application Form/Interview

<p>Evaluating outcome measures.</p> <p>Understanding of finance and budget management and ability to contribute to budget planning.</p> <p><b>Desirable</b></p> <p>Undertaking quality improvement initiative.</p>	
<p><b>Effort and Environment</b></p> <p><b>Mental effort</b></p> <p>To write detailed reports and engage in forums that will require significant levels of concentration and attention to detail.</p> <p>To be able to effectively manage an emotionally demanding workload often under pressure and involving multiple stakeholders who may present with high expressed emotion and increased service pressures.</p> <p><b>Emotional effort</b></p> <p>Required to respond to service users and carers who may present with challenging behaviour.</p> <p>Deal with difficult staffing issues, conflicts, interpersonal and inter-agency difficulties.</p> <p>Deliver difficult and distressing news.</p>	Application Form/Interview
<p><b>Other Requirements</b></p> <p><b>Essential</b></p> <p>Ability to travel across the Tri borough locality.</p> <p><b>Desirable</b></p> <p>Access to a full Driving Licence and vehicle</p>	Interview

*NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.*

Signed by Line Manager

Signed by post holder

Date

Date

AFC Reference Number	4098.24
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Print Name

Print Name